

REANNOUNCED

SUPERVISORY PSYCHIATRIC NURSE

ANNOUNCEMENT NUMBER: PXIHS 05-40-1

OPENING DATE: 01-13-05
CLOSING DATE: OUF

Duty Location: Regional Treatment Center, Desert Vision Youth Wellness Center, Sacaton, Arizona

SERIES/GRADE/SALARY: GS-610-11, \$60,319 per annum

TYPE/NUMBER OF POSITIONS: 1 Permanent Full time
AREA OF CONSIDERATION: All Source
SUPERVISORY/MANAGEMENT: May be required to serve a one year probationary period
PROMOTION POTENTIAL: No known potential
HOUSING: Private housing only
TRAVEL EXPENSES: Travel may be paid in accordance with Federal Travel Regulations

Condition of Employment: Immunization Requirement: If selectee was born after 12-31-56, he/she must provide proof of immunity to or evidence of adequate immunization against Rubella and Measles prior to entry on duty. The duty location may provide immunization or determine immunity or antibody through testing.

This position is covered under the Child Care and Indian Child Worker Laws, P.L. 101-647 and P.L. 101-630; therefore, all applicants must sign the required "Addendum to Declaration for Federal Employment". Consideration for an offer of employment may be denied if there are affirmative responses on the addendum to the Declaration for Federal employment.

Brief Description of Duties: Incumbent is responsible for overseeing the chemically dependent adolescents with dual diagnosis receive the full range of medical services involved in their treatment and rehabilitation through the provision of comprehensive psychiatric nursing care, in cooperation with the treatment team staff and Director of the Treatment Center. Provides psychiatric nurse supervision, leadership and direction to subordinate staff. Provides a wide range of nursing services requiring knowledge of substance abuse treatment and the ability to provide psychiatric nursing care in accordance with established policies and Joint Commission on Accreditation of Healthcare Organizations (JCAHO) standards. Provides nursing assessment of physical and mental status of clients upon their admission and re-assessment according to the policies and procedures. Maintains the continuity and effectiveness of nursing services to insure the delivery of quality patient care. Confers with other treatment team members regarding medical needs of clients as well as observing and recording behavioral changes which may be used in re-evaluating individual treatment plans. Provides health education, appropriate for age, on chemical effects, hygiene, and communicable disease. Administers psychotropic and other medications as prescribed. Evaluates psychiatric and medical emergencies and takes interventions according to the policies and procedures of the treatment center. Performs other duties as assigned.

Basic Requirements: Registration: All applicants must have a current active, valid, unrestricted license as a nurse in a State, District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

Education: Degree or diploma from a professional nursing program approved by the legally designated State accrediting agency at the time the program was completed by the applicant.

In addition, to the Basic Requirements, applicants must meet the following experience and/or education:

Specialized Experience
52 weeks of experience equivalent
to at least the next lower grade level

OR

Education
Completion of all requirements for a doctoral degree (Ph.D. or equivalent) or 3 full years of progressively higher level graduate education

Graduate-level education must have been in nursing with a concentration in a field of nursing (etc., teaching, a clinical specialty, research, administration, etc) or in a closely related non-nursing field directly applicable to the requirements of the position of be filled.

Professional nursing experience: Knowledge of psychiatric and professional nursing principles and procedures as applied in psychiatric and substance abuse treatment setting. This experience which equipped the applicant with the particular knowledge, skills, and abilities to perform successfully the duties of the position.

Your description of work experience, level of responsibility and accomplishments will be used to determine that you meet these requirements. Applicants must meet the experience and/or education as follows:

Supervisory or Managerial Abilities: Candidates must have demonstrated in their work experience or training that they possess, or have potential to develop the qualities of successful supervision as listed below:

- A. Ability to assign and review work of subordinates, train and work effectively with subordinates from a variety of backgrounds and with different levels/areas of training.
- B. Ability to accomplish the quality and quantity of work expected within set limits of cost and time.
- C. Ability to plan own work and carry out assignments effectively.
- D. Ability to communicate with others effectively both orally and in writing in working out solutions to problems or questions relating to the work.
- E.. Ability to understand and further management goals as these affect day-to-day work operations.
- F. Ability to develop improvement in or design new work methods and procedures.

In Addition to the abilities required above, candidates must also possess, or have the potential to develop, the ability to:

- (1) Deal effectively with individuals or groups representing widely divergent backgrounds, interests, and points of view.
- (2) Adjust work operations to meet emergency or changing program or production requirements within available resources and with minimum sacrifice of quantity of quality of work.
- (3) Establish program objectives or performance goals and to assess progress toward their achievement.
- (4) Coordinate and integrate the work activities of several organization segments or several different projects.
- (5) Analyze organizational and operational problems to develop timely and economical solutions.
- (6) Represent the activity both within and outside the organization or agency, and to gain support for the agency's program goals.

Personal attributes: Candidates for all supervisory or managerial positions must demonstrate all of the following:

- 1. Objectivity and fairness in judging people on their ability, and situations on the facts and circumstances;
- 2. Capacity to adjust to change, work pressures, or difficult situations without undue stress;
- 3. Willingness to consider new ideas or divergent points of view;
- 4. Capacity to "see the job through";
- 5. Understanding of and ability to work with American Indians and Alaska Natives.

**SUPPLEMENTAL QUESTIONNAIRE
On Knowledge, Skills, and Abilities**

Position applied for: Supervisory Psychiatric Nurse, GS-610-11
Announcement No: PXIHS 05-40-1 Closing Date: OUE

Evaluation Method: Evaluation will be made of experience, performance appraisals, training, self-development, awards and outside activities, which are related to the position. To receive full credit for your qualification, provide a narrative statement of your background as it relates to the knowledge, skills and abilities (KSA's) outlined below and show the level of accomplishments and degree of responsibility. This supplement will be the principal basis for determining whether or not you are best qualified for the position. Describe your qualifications in each of the following:

Ranking KSA's:

1. Knowledge of Joint Commission on Accreditation of Health Care Organization (JCAHO) Standards in residential treatment centers.

2. Knowledge of the cultural, social, and economic backgrounds of the Native American population.

3. Knowledge of philosophy, treatment modalities, structures and requirements of chemical dependency treatment centers.

4. Knowledge of psychiatric nursing principles, theories, and practices in providing professional support in the mental health related problems that accompany chemical dependency.

The information you provide is considered to be a part of you application and as such is certified by your signature on the SF-171 or equivalent.

Signature

Date

HOW TO APPLY: Interested applicants must submit one of the following: (1) OF-612 (Optional Application for Federal Employment), (2) Resume or (3) any other format; Plus Transcript of college courses, a copy of your most recent performance appraisal (and any other necessary documentation pertinent to the position being filled) to the Phoenix Area Indian Health Service, Office of Human Resources, Two Renaissance Square, 40 North Central Avenue, Suite 510, Phoenix, Arizona 85004-4424, by 4:30 pm on the closing date. Once an application is received, we will not honor requests for copies. **TELEFAXED AND E-MAIL COPIES WILL BE ACCEPTED to midnight of closing date.** For information regarding this Vacancy Announcement contact the Office of Human Resources at (602) 364-5219.

INFORMATION REQUIRED FOR RESUMES AND OTHER APPLICATION FORMATS.

Resumes or other application formats must contain all of the information listed below in sufficient detail to enable the Personnel Office to make a determination that you have the required qualifications for this position. **Specifically, the information provided under #8 (high School), #9 (College and Universities) and #10 (Work Experience) will be used to evaluate your qualifications for this position. Failure to include any of the information listed below may result in loss of consideration for this position.**

ADDITIONAL INFORMATION WILL NOT BE SOLICITED BY THIS OFFICE.

1. Announcement Number, Title and Grade of the job for which you are applying.
2. Full Name, Mailing Address (with Zip Code), day and evening phone numbers (with Area Codes).
3. Social Security Number
4. Country of Citizenship.
5. Veterans Preference (attach DD-214). If you are claiming 10-point Veteran Preference (disabled, widow, wife, or mother of a totally disabled veteran), also submit a Standard Form 15 (Claim for 10-point Veteran Preference) with the required documentary proof (VA Certification).
6. Reinstatement Eligibility (attach SF-50-B)
7. Highest Federal Civilian Grade held.
8. High School: Name, City, State (Zip Code, if known) and date of Diploma or GED.
9. College and University: Name, City, State (Zip Code, if known), Majors, Type and Year of any Degree received (if no Degree who total semester or quarter hours earned). **Attach transcript.**
10. **Work Experience** (paid and non-paid): Job title, duties and accomplishments, Employer's name and address, Supervisor's name and phone number, starting and ending dates (month and year), hours worked per week, and salary.
11. Indicate if we may contact your current supervisor.
12. Job-related training courses, skills, certificates, registrations and licenses (current only), honors, awards, special accomplishments.
13. Bureau of Indian Affairs (BIA) Form 4432. Verification of Indian Preference signed by the appropriate BIA Official, or equivalent form issued by a Tribe authorized by P.L. 93-638 contract to perform the certification function on behalf of the BIA. Failure to do so will result in loss of due consideration as an Indian Preference applicant. For Phoenix Area employees, written notification on the front of the application that your Indian Preference is a matter of record in your Official Personnel Folder (OPF) is acceptable for applicants claiming Indian Preference.
14. Performance Appraisal, if available, must be the most recent appraisal.
15. Supplemental Questionnaire on Knowledge, Skills, and Abilities. It is important that you describe your qualifications in detail in order to receive proper evaluation in the ranking process.
16. If required, Application Questionnaire for Child Care Positions with original signature and date. If submitted without original signature and date, the application is incomplete and will not be considered.

NOTE: Persons who submit incomplete applications will be given credit only for the information they provide and may not, therefore, receive full credit for their Veteran Preference determination, Indian Preference, education, training and/or experience.

All material submitted for consideration under this announcement becomes the property of the Personnel Office and is subject to verification. Therefore, careful attention should be given to the information provided. Fraudulent statements or any form of misrepresentation in the application process could result in the loss of consideration for this position and/or a determination of unsuitability for Federal employment.

Conditions of Employment: Immunization Requirement. If selectee was born after 12-31-56, he/she must provide proof of immunity to or evidence of adequate immunization against Rubella and Measles prior to entry on duty. The duty location may provide immunization or determine immunity or antibody through testing.

If this position is covered under the Child Care and Indian Child Worker Laws, P.L. 101-647 and P.L. 101-630, all applicants must sign the required "Addendum to Declaration for Federal Employment". Consideration for an offer of employment may be denied if there are affirmative responses on the addendum to the Declaration for Federal Employment.

Your description of work experience, level of responsibility, and accomplishments will be used to determine that you meet these requirements.

Time-In-Grade: Merit promotion candidates must have completed 52 weeks of service in positions no more than one grade lower than the position to be filled. (If selected under the Excepted Service Examining Plan, such individuals may be appointed under Schedule A authority without regard to time-in-grade requirements.)

Selective Service Certification: If you are male born after December 31, 1959, and you want to be employed by the Federal Government, you must (subject to certain exemptions) be registered with the Selective Service System.

Legal and Regulatory Requirements: Candidates must meet time after competitive appointment, time-in-grade restrictions, and qualification requirements by the closing date of the vacancy announcement.

Indian Preference: Applicants or current Federal service employees claiming Indian Preference must indicate on their application if they wish to be considered under the Indian Health Service Merit Promotion Plan, Excepted Service Examining Plan, or BOTH. If not, they will be considered under the HIS Merit Promotion Plan only.

Preference in filling vacancies is given to qualified Indian candidates in accordance with the Indian Preference Act (Title 25, U.S. Code, Section 472 and 473). In other than the above, the Indian Health Service is a Equal Opportunity Employer.

Equal Employment Opportunity: The Phoenix Area Indian Health Service is committed to providing Equal Employment Opportunity without regard to race, color, sex, age, national origin, religion, physical handicap or sexual orientation.

Reasonable accommodation will be given to qualified disabled applicants pursuant to Section 501 of the Rehabilitation Act of 1973, 29 U.S. Code 791, Title 29.

Veterans who are preference eligible or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply.

Disabled Veterans, especially those who are 30% or more disabled, will be considered and are encouraged to apply.

This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis.

Instructions for PHS Commissioned Corps Candidates: Active duty applicants must submit a copy of current billet description, resume, or curriculum vitae. If not on active duty but have applied for the Commissioned Corps, submit the same information as above (except billet description).

NOTE: Commissioned Corps applicants claiming Indian preference will be evaluated by the Area Personnel Office against the applicable Preston Standard or the Civil Service, if no Preston Standard exists. These applicants must describe the experience gained in their two most recent positions and provide the dates they occupied those positions. In addition, Commissioned Corps Indian Preference applicants must also provide information regarding education, including degrees obtained and schools attended, and they must include home/work telephone numbers if this information is not contained in the resume. When required by the Vacancy Announcement, these applicants must submit specific information related to any knowledge, skills, and abilities which are being used as selective factors. Commissioned Corps Indian Preference applicants must submit Form BIA 4432 as proof of Indian Preference.

Additional selection may be made from this announcement within 90 days from the date of the certificate, provided the vacancy position is an identical position, same geographical location and same conditions of employment.

INFORMATION FOR DEPARTMENT OF HEALTH AND HUMAN SERVICES (DHHS) OR DISPLACED EMPLOYEES REQUESTING SPECIAL PRIORITY CONSIDERATION.

If you are currently a DHHS employee who has received a Reduction in Force (RIF) separation notice or a Certificate of Expected Separation, you may be entitled to special priority selection under the DHHS Career Transition Assistance Program (CTAP). To receive the priority consideration, you must:

1. Be a current (DHHS) career or career-conditional (tenure group I or II) competitive service employee who has received a RIF separation notice or a Certificate of expected Separation (CES) and, the date of the RIF separation has not passed and you are still on the rolls of DHHS. You must submit a copy of the RIF separation notice or CES along with your application.
2. Be applying for the position that is at or below the grade level of the position from which you are being separated. The position must not have a greater promotion potential than the position from which you are being separated. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package.
4. Be currently employed by DHHS in the same commuting area of the position for which you are requesting priority consideration.
5. File your application by the vacancy announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.)
6. Meet the basic qualifications for the position, any documented selective factor, physical requirements with any reasonable accommodation and is able to satisfactorily perform the duties of the position with undue interruption.

INFORMATION FOR DISPLACED EMPLOYEES REQUESTING SPECIAL SELECTION PRIORITY CONSIDERATION UNDER THE INTERAGENCY CAREER TRANSITION ASSISTANCE PROGRAM (ICTAP).

If you are a displaced federal employee you may be entitled to receive special priority selection under the ICTAP. To receive this priority consideration, you must:

1. Be a displaced federal employee. You must submit a copy of the appropriate documentation such as RIF separation notice, a letter from OPM or your agency documenting your priority consideration status with your applicant package. The following categories of candidates are considered displaced employees.
 - A. Current or former career or career-conditional (tenure group I or II) competitive service employee who:
 1. Received a specific RIF separation notice, or
 2. Separated because of a compensable injury, whose compensation has been terminated, and whose former agency certifies that it is unable to place, or
 3. Retired with a disability and whose disability annuity has been or is being terminated, or
 4. Upon receipt of a RIF separation notice, retired on the effective date of the RIF and submits a Standard SF 50 that indicates 'Retirement in lieu of RIF', or
 5. Retired under the discontinued service retirement option, or
 6. Was separated because he/she declined a transfer of function or directed reassignment to another commuting area.
 - OR
 - B. Former Military Reserve or National Guard Technicians who are receiving a special Office of Personnel Management (OPM) disability retirement annuity under Section 8337(h) or 8456 of Title 5, United States Code.
2. Be applying for a position at or below the grade level of the position from which you have been separated. The position must not have a greater promotion potential than the position from which you were separated.
3. Have current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package. (This requirement does not apply to candidates who are eligible due to compensable injury or disability retirement).
4. Occupy or be displaced from position in the same local commuting area of the position for which you are requesting priority consideration.
5. File your application by the vacancy announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.).
6. Be rated well qualified for the position including documented selective factors, quality ranking factors, physical requirements with reasonable accommodations and is able to satisfactorily perform the duties of the position upon entry.

Addendum to Declaration for Federal Employment (OF 306)
Indian Health Service
Child Care & Indian Child Care Worker Positions

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Item 15a. Agency Specific Questions

Name: _____ **Social Security Number:** _____
(Please print)

Job Title of Announcement: _____ **Announcement Number:** _____

Section 231 of the Crime Control Act of 1990, Public Law 101-647, requires that employment applications for Federal Child care positions contain a question asking whether the individual has ever been arrested for or charged with a crime involving a child and for the disposition of the arrest or charge.

Section 408 of the Miscellaneous Indian Legislation, Public Law 101-630, requires a criminal record check for positions in the Department of Health and Human Services that involve regular contact with or control over Indian Children. The agency must ensure that persons hired for these positions have not been found guilty of or pleaded nolo contendere to violent crimes.

To assure compliance with the above laws, the following questions are added to the Declaration for Federal Employment.

- 1) Have you ever been arrested for or charged with a crime involving a child? YES _____ NO _____
[If **YES**, provide date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name and address of the police department or current court involved.]
- 2) Have you ever been found guilty of, or entered in a plea of nolo contendere (no contest) or guilty to, any felonious or misdemeanor offense under Federal, State, or Tribal law involving crimes of violence, sexual assault, molestation, contact or prostitution, or crimes against persons? YES _____ NO _____
[If **YES**, provide date, explanation of the violence, description of the arrest or charge, place of occurrence, and the name and address of the police department or court involved.]

I certify that (1) my response to these questions is made under penalty of perjury, which is punishable by fines of up to \$2,000 or 5 years imprisonment, or both; and (2) I have received notice that a criminal check will be conducted. I understand my right to obtain a copy of any criminal history report made available to the Indian Health Service and my right to challenge the accuracy and completeness of any information contained in the report.

Applicant's Signature: (Sign in ink) Date

Public Burden Statement: In accordance with Paperwork Reduction Act (5 CFR 1320.8 (b) (3), a Federal agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Respondents must be informed (on the reporting instrument, in instruction, or in a cover letter) the reasons for which the information will be collected; the way the information will be used to further the proper performance of the functions of the agency; whether responses to the collection of the information are voluntary, required to obtain a benefit (citing authority), or mandatory (citing authority); and the nature and extent of confidentiality to be provided, if any (citing authority). Public burden for this collection of information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the necessary data, and completing and reviewing the collection information to the IHS PRA Information Collection Clearance Staff, 12300 Twinbrook Parkway, Suite 450, Rockville, MD 20852. ***Please do not send completed data collection instruments to this address.***